

AGREEMENT
BETWEEN
THE SADDLE RIVER BOARD OF EDUCATION
AND
THE SADDLE RIVER EDUCATION ASSOCIATION

JULY 1, 2022 - JUNE 30, 2026

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ARTICLE 1
RECOGNITION

- A. The Board hereby recognizes the Saddle River Education Association as the exclusive bargaining representative for the employees as herein defined.
- B. The Board agrees not to negotiate with any organization seeking to represent the employees, other than the designated above, for the period covered by this agreement.
- C. The Board of Education of Saddle River, hereinafter called the "Board," and the Saddle River Education Association, hereinafter called the "Association," desire to execute this contract covering those matters which, through good faith and negotiation, have been agreed upon.
- D. General Definitions
 - 1. The term, "Association" when used herein shall mean the Saddle River Education Association.
 - 2. The term, "Board" means the Board of Education of Saddle River, and shall include its members, officers and agents.
 - 3. The term, "Employee" means all certified teaching personnel under contract with the Board as well as secretarial and custodial staff members, but excludes supervisory and executive personnel, auxiliary, substitute teachers, office, and operating personnel.
 - 4. The use of any masculine pronoun herein shall include the feminine counterpart and singular shall include plural.

ARTICLE 2
NEGOTIATION OF SUCCESSOR AGREEMENT

- A. After the presentation of the proposal, the Board and the Association shall present relevant data, exchange points of view and counter proposals. The Board will make available for inspection by the Association, on reasonable request, such records, data and information, as are public, not confidential and not the work product of the Board.
- B. The parties mutually pledge that their representatives shall have all necessary power and authority to make proposals, consider proposals, and make counter proposals in the course of negotiations.
- C. This agreement incorporates the entire understanding of the parties on all matters which were subject of negotiations.

- D. During the term of this agreement it shall not be modified in whole or in part by the parties except by an instrument in writing duly executed by both parties.
- E. Negotiations for a successor agreement will begin no later than November 1, 2025.

ARTICLE 3 GRIEVANCE PROCEDURE

A. Definitions

1. The term "grievance" means a complaint by any employee, a group of employees, or the Association that, as to him/them, there has been an inequitable, improper, or unjust application, interpretation, or violation of a policy, agreement, or administrative decision affecting said employee/employees.
2. The term "grievance" and the procedure relative thereto, shall not be deemed applicable in the following instances:
 - a. The failure or refusal of the Board to renew a contract of a non-tenured employee;
 - b. Any matter for which method of review is provided by law or any regulation of the State Commissioner of Education or any matter beyond the scope of Board authority.
3. The term "employee" shall mean any regularly employed individual receiving compensation from the Board but shall not include the Superintendent, or any other employee excluded under General Definitions.
4. The term "representative" shall include any organization, agency or person authorized or designated by any employee or any group of employees, or by a public employees' association or by the Board to act on its or their behalf and to represent it to them.
5. The term "immediate" superior shall mean the person to whom the aggrieved employee is directly responsible under the organization prevailing in this school district.
6. The term "party" means an aggrieved employee, his immediate superior, the school principal or any staff member below the Superintendent who may be affected by the determination of the Superintendent in connection with the procedure herein established.

B. Procedure

1. An aggrieved employee shall first discuss his grievance orally with the Superintendent of Schools within ten (10) working days of the occurrence complained of or within ten (10) working days after he would reasonably be expected to know of its occurrence in an attempt to solve the problem. If the problem is not resolved to the satisfaction of the employee within ten (10) working days of such oral discussion, the employee shall then, within a period of ten (10) working days, file his grievance in written form with the Superintendent of Schools specifying:
 - a. The nature of the grievance, including specification of any claimed monetary damages or loss, where possible;
 - b. The results of the previous discussions or decisions;
 - c. The basis of his dissatisfaction with the determination previously rendered;
 - d. Specific citation of any Board procedure, administrative regulation or contract provision involved in the grievance.

Failure of the employee to act within said ten (10) working day period shall be deemed to constitute an abandonment of the grievance which shall not thereafter be processed.

2. Within ten (10) working days from the receipt of the written grievance (unless a different period is mutually agreed upon), the Superintendent shall hold a hearing at which all parties in interest shall receive due notice and have the right to be heard.
3. Within ten (10) working days after said hearing (unless a different period is mutually agreed upon), the Superintendent shall, in writing, advise the employee and all parties in interest, if there be any, of his determination.
4. In the event of the failure of the Superintendent to act in accordance with the provisions of Paragraphs 2 and 3, or, in the event a determination by him in accordance with the provisions thereof is deemed unsatisfactory by either party, the dissatisfied party, may within ten (10) working days of failure of the Superintendent to act or within ten (10) working days of the determination by him, appeal to the Board for a review of the Superintendent's failure to act or his determination.
5. Where an appeal is taken to the Board, there shall be submitted by the appellant the writing set forth in Paragraphs 1 and 3, and a further statement in writing setting forth the appellant's dissatisfaction with the Superintendent's action. A copy of said statement shall be furnished to the Superintendent and to the adverse party, if there be any.
6. If the appellant, in his appeal to the Board, does not request a hearing, the Board may consider the appeal on the written record submitted to it, or the Board may, on its own, conduct a hearing, or it may request the

submission of additional written material. Where additional written materials are requested by the Board, copies thereof shall be served upon the adverse party who shall have the right to reply thereto. When the appellant desires a hearing by the Board, he shall incorporate such request in writing as part of his appeal for review, whereupon a hearing shall be held. The Board may delegate the conduct of any hearing to a sub-committee of the Board.

7. The Board shall make a determination within thirty (30) calendar days from the receipt of the appeal for review if no hearing is requested, or within thirty (30) calendar days after the hearing, if one is requested, and shall in writing notify the employee, and all parties in interest, and the Superintendent of its determination. This time period may be extended by mutual agreement of the parties.
8. In the event an employee is dissatisfied with the determination of the Board, he shall have the right to request advisory arbitration by the Public Employment Relations Commission under the provisions of Chapter 123, Laws of 1975.
 - a. A request for advisory arbitration shall be made in writing no later than ten (10) working days following the determination of the Board. A copy of such request shall simultaneously be served upon the Board. Failure to file within said time period shall constitute a bar to such arbitration unless the aggrieved employee and the Board shall mutually agree upon a longer time period within which to assert a demand.
 - b. In the event of arbitration, the costs of the arbitrator's services shall be shared by the parties and each of the parties shall bear their own costs.
9. In any cases where a grievance is based upon the direct order, ruling or determination of the Superintendent, the aggrieved employee may appeal directly to the Board within ten (10) working days of the issuance of said order, ruling or directive, or within ten (10) working days of the time when same has been brought to the employee's attention by filing with the Secretary of the Board, a written complaint setting forth:
 - a. the order, ruling or determination complained of;
 - b. the basis of the complaint;
 - c. a request for a hearing if a hearing is desired.

A copy of the complaint set forth above shall be served upon the Superintendent simultaneously who shall have the right to reply in writing thereto. A copy of such reply shall be served upon the aggrieved employee.

10. Upon receipt of a grievance filed under the provisions of Paragraph 9, the procedure shall be as set forth in Paragraphs 6 and 7.

C. Rights of Teachers to Representation

1. Teacher and Association

Any aggrieved person may be represented at all stages of the grievance procedure by himself, or at his option, by a representative. When a teacher is not represented by the Association, the Association shall have the right to be present and may be asked to state its views by either party to the grievance. Whenever the employee appears with a representative, the Board shall have the same right.

2. Reprisals

No reprisals of any kind shall be taken by the Board or by any member of the administration against any party in interest, any representative, any member of the Association, or any other participant in the grievance procedure by reason of such participation.

D. Miscellaneous

1. Year End Grievance

A grievance filed at such a time that it couldn't be processed through all the steps by the end of the school year shall be continued into the summer adhering to the prescribed time limits (as with all time limits, both parties may agree to changes.)

2. Group Grievance

If a grievance affects a group of teachers, the group may submit such a grievance in writing to the Superintendent directly and the processing of such grievance shall be commenced at level two (2) of the procedure. Only the Association can carry a grievance past the second level of the procedure. The Association must be informed of all grievances.

3. Separate Grievance File

All documents, communications and records dealing with the processing of a grievance shall be filed in a separate grievance file and shall not be kept in the personnel file of any of the participants.

4. Meetings and Hearings

All meetings and hearings under this procedure shall not be conducted in public and shall include only such parties in interest and their designated or selected representatives heretofore referred to in this article.

ARTICLE 4
TEACHING HOURS AND TEACHING LOAD

A. Evening and School Programs

It is agreed by all concerned that school programs are the responsibility of the Superintendent and staff and that the scheduling of these school programs will be worked out between the Superintendent and the appropriate staff or staff members at opportune times during the school year.

Outside or in school programs, sponsored by such groups as the Parent Association Wandell School or the Wandell Education Foundation, will be handled by the Superintendent and appropriate staff members with the knowledge that teacher participation in these programs is voluntary. Every effort will be made to meet with the various sponsoring organizations as early as possible, so that the teachers may plan ahead for their personal participation.

B. Teacher Day

1. Teachers shall arrive prior to the start of school. Teachers will remain for a reasonable amount of time after school dismissal in order to complete their professional duties. The school day shall commence no earlier than five (5) minutes before 8:05 a.m. (i.e. 8:00 a.m.) and no later than five (5) minutes after 8:05 a.m. (i.e. 8:10 a.m.) and the total school day shall not exceed 401 minutes in length (i.e. 2:46 p.m. dismissal for an 8:05 a.m. start time).
2. If the need to change the official school days should arise during the contract period for any mechanical or educational reason, the Board will involve the teachers in the decision making process, with every attempt to be made to reach a mutually satisfactory decision.
3. The Board retains the final authority where situations beyond the control of the Board prevent the continuation of the official school day.
4. The Superintendent may assign necessary supervisory duties to teachers from 7:55 am until the start of school, and from dismissal until 2:55 pm.
5. The Superintendent shall make reasonable efforts to ensure that each teacher has a minimum of one (1) duty-free preparation period per day, and in any event each teacher shall have a minimum of five (5) duty-free preparation periods per week. Part-time teachers' preparation time will be prorated based upon part-time status. The Superintendent shall not be required to ensure that the number and frequency of such duty-free preparation periods are equitably distributed among the teaching staff.

C. Faculty Meetings and Committee Meetings

1. Teachers will be required to stay for faculty and committee meetings upon, whenever possible, two (2) school days notice by the Superintendent for meetings on Wednesday, Thursday and Friday; and three school days notice for meetings on Mondays and Tuesdays. Teachers will be required

to stay for such meetings no more than three (3) days each month, with a 4:00 p.m. deadline, provided that in the event three (3) meetings are held in one month, at least one of these meetings shall be for professional development. Staff participation in evening meetings, other than (i) evening conferences, as required; and (ii) "Back to School Night", will be voluntary. "Back to School Night" will be scheduled no earlier than 6 p.m. and no later than 7 p.m. and shall be two (2) hours in length. During the week of "Back to School Night" no extra help or faculty meetings will be scheduled. Every effort will be made to adhere to the above requirements, but if emergency situations prevail, the Superintendent will not be required to conform to the above stipulations.

2. In recognition of the importance of the empowerment of instruction through planned, integrated and interdisciplinary learning experiences, and individualized assistance to students, it is agreed that teachers will spend one additional hour block of time per week beyond the time specified in B. and C. 1 above. This hour is to be time teachers dedicate to, at the direction of the Superintendent, either (i) meeting with their colleagues to plan instructional experiences for the benefit of their students; or (ii) providing extra-help and individualized instruction assistance to students, either after school or during lunch hours. This 60 minute period can be broken into sub-60-minute increments, as reasonably agreed to between teacher and administrator. The hour dedicated to "team planning" in (i) above is to be reflected in teachers' lesson plans. The Superintendent may, at his discretion, under special circumstances, waive this additional hour, or alter its structure.

D. In-School Work Year

1. The start of the school year shall be the Wednesday following Labor Day, other than in circumstances where Labor Day falls after the first week of September, in which case the first day of school shall start before Labor Day.
2. There shall be one (1) additional professional development day added for teachers. The in-school work year for teachers shall not exceed one hundred eighty-eight (188) days. There shall be no more than one hundred eighty-two (182) pupil contact days, four (4) professional development days and two (2) emergency days.
3. The Board and/or Superintendent shall designate one day immediately prior to the students' start of school, dedicated to professional development, curriculum training or other training.

E. Curriculum Committee Membership

1. The Board recognizes the need to have professional input on any issue regarding curricular review or creation. Therefore, during the school year, teachers will participate in one (1) yearly major curriculum reform committee and one (1) yearly minor curriculum reform committee that

researches, investigates, modifies or enhances a curriculum subject area. Teacher participation will include attending periodically scheduled meetings during and/or after the school day. Volunteers will be first selected, provided at least one teacher from each grade level participates in each of the major curriculum reform committees and a satisfactory number of teachers participate in each of the minor curriculum reform committees. Individual teachers will not be required to participate in more than one committee. Major curriculum subject areas are designated as Mathematics, Language Arts, Social Studies, Technology and Science.

2. The Board also recognizes the professionalism of the staff members serving on such curricular committees. Therefore, the Board agrees that any staff member involved in a curricular project that requires a time investment between July 1 and August 31 shall be reimbursed at the rate of eighty six dollars (\$86) per hour for the duration of this Agreement. The number of hours will be determined by the Superintendent.

F. In-service Programs

1. The Board and the Association recognize the value of in-service programs for the professional staff to be conducted on an ongoing basis as needs present themselves. Accordingly, in-service programs where teacher attendance is required by the administration will be held either during released time or will be counted towards the teacher's responsibility as stated in paragraph C above.
2. In-service activities of a voluntary nature will also be provided on an ongoing basis when there is sufficient voluntary interest on the part of the staff.
3. All teaching faculty hired after July 1, 2006, with less than one year of service in the Saddle River School District, shall work an additional three (3) days for in-service training in such initial year of employment.

G. Parent/Teacher Conferences

1. Fall conferences will be held on two or three days, as determined by the Board and Administration. One conference period will be held in the evening and either one or two conference periods will be held during the day.
2. Students will be dismissed each day at 12:27 p.m. Afternoon conferences will be scheduled from 1:30 p.m. to 3:30 p.m. Evening conferences will be two (2) hours in length and shall end no later than 8:30 p.m. as necessary. Teachers will use their best judgment as to scheduling afternoon/evening conference periods. During the week of conferences, no extra help or faculty meetings will be scheduled.
3. Classes requiring additional conference time will have substitutes provided. These requests shall be made to the Superintendent in a timely fashion according to teacher discretion as to the need for individual conferences.

4. Spring conferences shall be scheduled in a fashion similar to fall conferences. However, teachers shall have the discretion to determine the need for individual conferences for students in their class.

H. Substitutes

The Board and the administration recognize the importance of providing consistent daily classroom instruction; therefore, the practice of using staff teachers as substitutes is deemed undesirable and shall be discouraged.

ARTICLE 5 LUNCHTIME DUTIES

The Superintendent shall be permitted to assign lunchtime supervisory duty to staff members who do not have homeroom teaching duties (for example, "Specials" teaching staff and part-time teaching staff). The Superintendent shall select as many of such staff as needed. The Board recognizes that lunchtime aides are useful and necessary, and the Board shall engage appropriate personnel to perform lunchroom and playground supervision. Participants in lunchtime supervisory duties shall not be due any additional compensation, and such duties shall be considered a part of their core responsibilities and compensation. Every effort will be made to give the teachers assigned a full, duty-free preparation period (46 minutes) immediately before or immediately after said duty.

ARTICLE 6 TEACHER EVALUATION

- A. The Board believes in a humanistic approach to teacher evaluation, which respects the dignity of teachers, supervisors, students and parents. It is believed that improved teaching methods, increased student learning and fulfillment of personal goals will be fostered by such an approach and these will in turn lead to a high degree of initiative, a willingness to innovate and ultimately, to a school distinguished by dedication to the pursuit of excellence.

With this philosophy in mind, the administration will conduct all observations and evaluations of teaching staff members in accordance with New Jersey law.

1. All observations for teacher evaluation purposes will be done by fully certified and qualified educational supervisors or administrators.
2. Teachers will be given copies of their evaluations pertaining to teaching done within the Saddle River school system.

3. Teachers have the right to review their files periodically. This review must confine itself to all materials related to the Saddle River school experiences.
- B. No material derogatory to a teacher's conduct, service, character or personality or any material which could have an adverse effect on a teacher's status will be placed in his personnel file unless the teacher has had an opportunity to review the material. The teacher will acknowledge that he has had the opportunity to review such material by affixing his signature to the copy to be filed with the express understanding that such signature in no way indicates agreement with the contents thereof. The teacher will also have the right to submit a written answer to such material and his answer will be reviewed by the Superintendent or his designee and attached to the file copy.

Teachers shall have the right to insert material on their behalf into their personnel file.
- C. If the Department of Education of the State of New Jersey alters the teacher evaluation process or format, the Board and Association agree to immediately conform to the revised State format and process.

ARTICLE 7 SICK LEAVE

A. Types

1. Cumulative

Every teacher shall be allowed sick leave with full pay for twelve (12) school days in each school year. Said sick leave shall be cumulative, and any such sick leave day that remains unused at the end of any school year shall be carried from year to year unless and until it is used in any of such subsequent years.

2. Non-Cumulative

Non-cumulative sick leave shall be handled in accordance with N.J.S.A. 18A:30-6.

3. Transfer from Other Districts

The Board will give fifteen (15) days sick leave to any teacher new to Saddle River for their first year. Only twelve (12) of the days are to be cumulative. The first twelve (12) days used are to be taken from the twelve (12) cumulative days. In order to qualify for the fifteen (15) days, the teacher must have at least five (5) unused accumulated sick leave days from another district in New Jersey.

4. Payment for Unused Sick Leave Upon Separation and Retirement

- a. After fifteen (15) years of service to the Saddle River School District, a teacher leaving the District will be compensated for accumulated sick leave. For any payment, teachers must have at least sixty-five (65) accumulated days. The first forty-five (45) of these days will not be reimbursed. The remaining twenty (20) days shall be reimbursed at the teacher's per diem rate, then in effect, to a maximum payment of \$6,000.
- b. A teacher retiring from the Saddle River School District with at least fifteen (15) years of experience in the Saddle River School District will be entitled to payment for accumulated, unused sick leave based upon the following criteria. Staff members employed on staff as of September 15, 2000, will have a cap, set forth as follows, to be paid upon retirement and meeting the requirements contained herein. Teachers who retire through the completion of 15 years shall have a cap of \$11,500. Teachers who retire after the completion of 16 years through the completion of 25 years shall have a cap of \$13,500. Teachers who retire after the completion of 26 years shall have a cap of \$17,000.

For teachers hired on or after September 1, 2015, there shall be no payment for unused sick leave days. Teachers hired after September 1, 2012 but before September 1, 2015 will be capped at \$3,000. All teachers hired after September 15, 2000, but before September 1, 2012 will be capped at \$6,000. The examples used below assume that the employee was on staff as of September 15, 2000.

- 1) Teachers must have at least 65 accumulated days. The first 45 of these days will not be reimbursed. The remaining 20 days shall be reimbursed at the teacher's per diem rate.
- 2) In addition, accumulated unused sick leave in excess of the first 65 days will be compensated as follows:
 - a) Through the completion of 15 years: payment will be based upon one (1) day paid for three (3) accumulated.

Example: 100 days accumulated and a per diem rate of \$269.

- A. 100 days less 65 days paid under 4. b. 1) above equals 35 days to be paid for
 - B. Salary of \$53,800 divided by 200 for a per diem rate of \$269
 - C. 35 days divided by 3 equals 12 (rounded to nearest whole number)
 - D. 12 times \$269 equals \$3,228
 - E. Payment under 1) equals 20 times \$269 or \$5,380
 - F. The payment shall be \$8,608 (D+E).
- b) From the completion of sixteen years through the completion of 25 years: payment will be based upon one day paid for two accumulated

Example: 200 days accumulated and a per diem rate of \$323.29.

- A. 200 days less 65 days paid under 4. b. 1) above equals 135 days to be paid for
- B. Salary of \$64,658 divided by 200 for a per diem rate of \$323.29
- C. 135 days divided by 2 equals 68 (rounded to nearest whole number)
- D. 68 times \$323.29 equals \$21,938.72
- E. Payment under 1) equals 20 times \$323.29 or \$6,465.80.
- F. The payment shall be \$13,500 (maximum).

- c) From the completion of 26 years and up: payment will be based upon one day paid for four accumulated

Example: 265 days accumulated and a per diem rate of \$383.34.

- A. 265 days less 65 days paid under 4. b. 1) above equals 200 days to be paid for
- B. Salary of \$76,668 divided by 200 for a per diem rate of \$383.34
- C. 200 days divided by 4 equals 50 (rounded to nearest whole number)
- D. 50 times \$383.34 equals \$19,167
- E. Payment under 1) equals 20 times \$383.34 or \$7,666.80.
- F. The payment shall be \$17,000 (maximum).

- c. The "per diem" rate as used in 4a or b above is defined as 1/200th of the employee's final year base salary.
- d. The Board may defer payment under 4.a.or b. above for up to one (1) year from the date of retirement. An employee may request that full or partial payment be made upon the date of retirement and the Board, to the extent possible, will honor such a request.
- e. If the employee dies prior to receiving his/her entitlement under 4 a. or b. above, said entitlement shall be paid to the employee's beneficiary of record or to the estate of the deceased.



- 5. Each teacher shall be given a written accounting of accumulated sick leave days no later than June 30, and teachers shall acknowledge the correctness of said report by affixing their signature.
- 6. Notwithstanding any provision of this Contract to the contrary, all employees are entitled to any greater benefits mandated by the Family and Medical Leave Act (FMLA) of 1993, as amended. Any leave period provided shall run concurrently with any FMLA leave to which the employee may be entitled.

ARTICLE 8
TEMPORARY LEAVES WITH PAY (WITHIN THE SCHOOL YEAR)

- A. All leave requests require approval of the Superintendent and, if possible, are to be presented to the Superintendent at least five (5) days before the leave date. No leaves before or after a holiday, vacation or recess will be approved unless special circumstances prevail.
- B. Up to three (3) days for professional improvement. Request may originate from Superintendent or Teacher (workshop, visitation, in-service, etc.).
- C. Three (3) days for necessary personal leave. All unused personal days will accrue to the employee's accrued sick leave bank.
- D. A special form shall be available for any school related temporary leave not included herein. Such a leave will be subject to approval by the Superintendent.
- E. Up to 5 days per year, may be taken for a documented, serious illness of a mother, father, spouse, or child(ren). One (1) of these family illness days does not require documentation unless it is before or after a holiday or a school recess. Employees shall have the option to use up to four (4) weeks of accumulated sick leave to care for a seriously ill family member when taking leave under the New Jersey Family Leave Act ("NJFLA") and the Family Medical Leave Act ("FMLA") and while applying for salary continuation benefits under the New Jersey Family Leave Insurance ("NJFLI").
- G. Male instructional personnel will be allowed three (3) days absence with pay for the purpose of a wife's hospital confinement for maternity.
- H. No leaves beyond these granted above, will be approved without permission of the Board. The Board may grant additional days at the cost of substitute's pay, at full pay, or at no pay depending upon the reasons contained in the request for additional leave.
- I. Notwithstanding any provision of this Contract to the contrary, all employees are entitled to any greater benefits mandated by the Family and Medical Leave Act (FMLA) of 1993, as amended. Any leave period provided in this provision shall run concurrently with any FMLA leave to which the employee may be entitled.
- J. Notwithstanding any provision of this Contract to the contrary, all employees are entitled to any greater benefits mandated by New Jersey law.

ARTICLE 9
BEREAVEMENT LEAVE

- A. Up to five (5) days at one time can be taken for the death of an immediate family member. An immediate family member shall be defined as grandparents, parents, spouses, siblings, children, step-children, grandchildren, mother-in-law and father-in-law.

- B. No more than one (1) day shall be taken for the death of the following members: aunts, uncles, cousins, step-grandparents, step-parents and step-siblings.

ARTICLE 10

EXTENDED LEAVES OF ABSENCE WITHOUT PAY FOR TENURED TEACHERS

- A. While the Board is most concerned with the individual teacher availability, thus assuring continuity of teaching method and approach, we are aware that certain situations may arise requiring the absence of a tenured teacher for a period of time. Such leaves, when granted, must conform to schedule arrangements required by the Board in order to assure proper teacher coverage. Grants of time, without pay, upon submission of a request and approval by the Superintendent would receive consideration in the following instances:

1. Two (2) years for Peace Corps; Vista; Exchange; Fulbright and other similar programs.
2. Two (2) years to teach in college.
3. Maternity-Paternity Leave
 - a. If maternity leave commences between June 30th and September 30th, the maternity leave period shall be for the remainder of the present academic calendar terminating on the following September 1st.
 - b. If maternity leave commences after September 30th and prior to June 30th, the maternity leave period shall be for the remainder of the present academic calendar and continue for the following academic calendar (September 1st through June 30th).
 - c. If a male staff member wishes to assume primary child care, the same leave policy will apply.
 - d. Any teacher adopting an infant child shall receive similar leave, which shall commence upon his/her receiving de-facto custody of said infant or earlier if necessary to fulfill the requirements for adoption.
4. Illness

Consideration to be given to requests for leave of absence up to one (1) year, for reasons of illness, after expiration of sick days. Since this area is dependent upon many unknown factors, it is felt that policy regarding illness is best handled on an individual teacher basis.
5. Up to one (1) year to care for sick member of family. Such leave to be granted for the remainder of a "school year" and the following full school year if necessary.

6. Qualifications for moving on the guide will be limited to college teaching, teaching while in Peace Corps, Vista or other circumstances to be considered on an individual basis.
7. In the event of leaves of absence for any of the reasons outlined above, a full-time teacher shall be required to be present and working for a minimum of 92 full days of student contact in such year of absence in order for such teacher to be eligible for (i) salary guide advancement and/or (ii) credit for such work year toward longevity credits. For part-time teachers, they will be required to be present and working for a minimum of 92 full days of student contact, multiplied by the percentage of a full-week which such part-time teacher typically works. For example, a teacher who works four days per week (or 80% of a full work week), must work 74 full days during such year of leave in order to be eligible for (i) salary guide advancement and/or (ii) credit for such work year toward longevity credits.
8. Notwithstanding any provision of this Contract to the contrary, all employees are entitled to any greater benefits mandated by the Family and Medical Leave Act (FMLA) of 1993, as amended. Any leave period provided in this provision shall run concurrently with any FMLA leave to which the employee may be entitled.
9. Notwithstanding any provision of this Contract to the contrary, all employees are entitled to any greater benefits mandated by New Jersey law.

ARTICLE 11 **SABBATICAL LEAVES**

Subject to the applicable New Jersey statutory provisions and any amendments thereto, the Board may grant sabbatical leave for study, including study in another area of specialization, for travel or other reasons of value to the school system providing:

1. No more than one (1) teacher be absent on sabbatical leave at a time and no such leave shall be granted more frequently than each year.
2. Request shall be received in writing by the Superintendent no later than January 1st; action to be taken no later than February 15th of the school year before commencement of the requested leave year.
3. The teacher has completed at least seven (7) consecutive full school years of service in the Saddle River School District.
4. The teacher shall agree to remain in the employ of the Saddle River School District for a period of not less than two (2) years following his return from sabbatical leave. In case of resignation within the two (2) years, the teacher shall refund to the Board such proportion of the salary paid during the leave as the unexpired proportion of two (2) years shall bear to said period of leave.

5. Upon return, the teacher shall be entitled to advance to the guide step which would be in force had no sabbatical leave been granted, providing all requirements of the sabbatical leave policy have been fulfilled satisfactorily in the judgment of the Superintendent. The Superintendent shall make an effort to return the teacher to the previous assignment if the teacher so desires.
6. Seniority of service in the Saddle River School District will prevail in case two (2) or more applications for sabbatical leave are received in any one (1) year.
7. The Board, upon the recommendations of the Superintendent, shall be responsible for granting all leaves. Leaves shall only be granted for one (1) full year and shall be paid at the rate of fifty (50%) percent of the teacher's salary scale for the sabbatical year. Salary payments to a teacher on sabbatical leave will be made along with the usual teacher salary payments during the school year in which the sabbatical leave has been granted.

ARTICLE 12

SALARY INCREMENTS

It shall be clearly understood by both parties that the salary schedules attached do not guarantee an automatic salary increase. The Board reserves the right to withhold for inefficiency or other good cause, any and all employment, adjustment and merit increments. In the event the Board wishes to exercise such a right, it does hereby agree to follow this procedure:

1. Whenever the Superintendent of Schools decides to submit a recommendation to the Board to withhold a salary increment, the employee to be so deprived shall be put on notice of this recommendation.
2. Arrangements shall be made to afford said employee a reasonable opportunity to speak in his own behalf before the Board. Such a meeting before the Board shall not constitute a plenary hearing.
3. The Board will not take necessary formal action until a date subsequent to the above meeting.
4. If the resultant action of the Board is to withhold an increment, it shall, within ten (10) days, give written notice of such action, together with the reasons therefore, to the employee concerned.

ARTICLE 13
SALARIES AND MISCELLANEOUS COMPENSATION

A. Teacher Salaries

The Board agrees to provide for each period of the Agreement outlined below, the aggregate increase in salaries shall be as follows:

Effective July 1, 2022 and retroactive to that date, the base salaries of the Association Salary Guides shall be increased by 3.2% and \$4,508 for salary guide development (inclusive of increment).

Effective July 1, 2023, the base salaries of the Association Salary Guides shall be increased by 3.2% and \$4,666 for salary guide development (inclusive of increment).

Effective July 1, 2024, the base salaries of the Association Salary Guides shall be increased by 3.2% and \$4,829 for salary guide development (inclusive of increment).

Effective July 1, 2025, the base salaries of the Association Salary Guides shall be increased by 3.2% and \$4,998 for salary guide development (inclusive of increment).

The above salary increases are inclusive of increments and are fully retroactive to July 1 in each of the above years.

Salary guides for each year of this Agreement are contained in Schedule A-1, A-2, A-3 and A-4.

The parties further agree to the following with regard to Longevity/Service Credits:

- (i) Step 18 on the salary guide shall signify 18 years of public teaching experience, except for teachers hired into the district on or after July 1, 2009, for whom Step 18 shall signify 18 years' service in the district;
- (ii) Longevity/Service Credits of \$2,250 shall be paid for each year of this Agreement upon completion of Step 18;
- (iii) Longevity/Service Credits of \$1,750 shall be paid each year of this Agreement for achievement of 22 years of public teaching experience, except for teachers hired into the District on or after July 1, 2009, for whom achievement of 22 years' service in the district will be required;
- (iv) Longevity/Service Credits of \$850 shall be paid for each year of this Agreement at the beginning of each of 26, 30, 34 and 38 years of service in the district:

B. Teachers supervising approved, year-long activities shall be compensated as follows: \$915.00 per year for 2022-2023, 2023-2024, 2024-2025, and 2025-2026 .

- C. Teachers volunteering to supervise approved school activities that are not included in B. above and may meet or be held for short duration (i.e. school dance) shall be compensated at the following rate: \$86.00 per hour for the years 2022-2023, 2023-2024, 2024-2025, and 2025-2026.
- D. There shall be designated one Athletic Coordinator to oversee all athletic activities and extracurricular sports programs, which position shall be compensated at the following rate: \$3,392.00 per year for 2022-2023, 2023-2024, 2024-2025, 2025-2026.
- E. Teachers who provide services as coaches of approved extra-curricular sports shall be compensated at the average prevailing rate paid by the district to non-teaching staff coaches.
- F. Teachers assigned to home-bound instruction shall be compensated at an hourly rate of pay as outlined in paragraph C above.

ARTICLE 14 **INSURANCE**

- A. The Board shall provide to employees and their eligible dependents the following group health insurance plans:
 - 1. N.J. School Employees' Health Benefits Program.
 - 2. Horizon Healthcare Dental Plan, with \$1,000 Orthodontia Rider and \$2,500 calendar year maximum per employee, or its equivalent.
- B. Chapter 78 Contributions.

Employee contributions shall be capped at a maximum of twenty-six percent (26%) with a maximum dollar amount between the Chapter 78, Tier IV rates and the twenty-six percent (26%) not to exceed a total amount of fifteen thousand dollars (\$15,000).

If the above-noted maximum dollar amount is exceeded in the above-referenced year, the parties agree to meet to determine how to allocate the Ch. 78 reduction to meet the capped amount set forth above. Each September of the contract term, representatives for the Board, the President(s) of the Association, the head negotiator for the Association, and the Superintendent and Business Administrator will meet to review the upcoming year's health care premium costs, which are effective each January 1st. If the upcoming year's health benefits premium increases will cause the Ch. 78 Tier IV cap to exceed the maximum dollar amount set forth in the contract, the Ch. 78 Tier IV cap will be adjusted so as to not exceed the maximum dollar amount set forth in the contract and the adjusted Ch. 78 Tier IV cap will be put into effect no later than January 1st of that school year and will apply until June 30th of the same year.

- C. The Board will continue to fund a maximum amount of no more than \$1,750 per covered employee, with a maximum total amount to the District of \$50,000 during each year of this Agreement towards dental coverage. Any cost beyond the Board's portion for this Dental Plan must be apportioned equally among the Association members receiving the benefits of this Dental Plan.
- D. Any teacher may, through notice to the Superintendent, elect to opt out of the health and/or dental benefits provided herein. In such event, the teacher shall be permitted to receive, in the form of additional compensation, a percentage of such premium reduction experienced by the district as follows:
 - (i) 50% in the case of benefit plans other than the N.J. School Employees' Health Benefits Program, or
 - (ii) 25%, capped at \$5,000, in the case of the N.J. School Employees' Health Benefits Program

Upon notice to the Superintendent, any teacher may re-enroll into the health and/or dental benefits, and in such case shall no longer be eligible to receive such extra compensation. Payments under this paragraph C shall be made in prompt fashion, after all required calculations are made.

ARTICLE 15

PROFESSIONAL DEVELOPMENT

- A. The Board recognizes the value of continuing study and participation in workshops, seminars and courses for professional development, which enrich our total teaching concept. The Board will, therefore, direct the Superintendent to consider for approval professional involvement reimbursement requests as set forth below:
 - 1. If reimbursement for course cost or horizontal movement on the salary guide is expected, an "approval of courses" form must be submitted to the Superintendent for the Superintendent's approval of all graduate credits prior to registration for a course. The Board reserves the right of final approval, as it deems appropriate.
 - 2. Horizontal advancement on the salary guide shall be accomplished by satisfactory completion of graduate credits which have been approved, at an accredited college or university in the field of education with a grade of B or better or a passing grade in a pass/fail situation. Horizontal advancement shall be granted twice per year — for course completion between September 1 and January 30, and February 1 and June 30. Advancement shall occur with course completion, provided such completion is verified within 60 days by a copy of the school's official transcript demonstrating proof of credits earned.
 - 3. Reimbursement requests for all other professional involvement that would be of value to the school must be submitted to the Superintendent for

approval prior to enrollment. Notwithstanding that, in prior years, course approvals may have been freely given under this provision; past practice shall not be grounds for a grievance under this section. Courses related to job descriptions will be given prime consideration.

4. The maximum amount allowed per teacher per school year for all approved graduate courses with a grade of B or better or a passing grade in a pass/fail situation shall be based on the published tuition cost, then in effect, of six graduate course credits for New Jersey residents at Rutgers University for any such applicable year. The aggregate reimbursement cost for graduate courses shall not exceed eight thousand five hundred dollars (\$8,500.00). All reimbursements shall be made at the end of the school year. The cost of all approved professional workshops, seminars and conferences shall be borne by the Board and shall not be subject to the per-person maximum amount or aggregate cap.

ARTICLE 16 **MISCELLANEOUS PROVISIONS**

Copies of this agreement will no longer be printed but will be distributed electronically. The Association shall bear the responsibility of distributing the contract to all current unit members. The Board shall present the Agreement to all employees hired after the initial distribution.

No later than June 1st of each school year, teacher placement shall be given for the following year. When teacher(s) are being transferred, the Board in consultation with the Superintendent and the affected teacher(s), will provide appropriate professional development when deemed necessary. The affected teacher(s) shall submit the professional development requests in writing to the Superintendent for consideration. Additionally, no later than June 1st of each school year, a list of known vacancies and/or promotional positions which pay a salary differential, which may occur during the following school year, shall be delivered by the Superintendent to the Association. Teachers must respond in writing to notifications of vacancies or promotional positions within fifteen (15) days. In cases where vacancies occur after August 10th, applications must be returned within five (5) days. If any opening occurs during summer vacation, teachers will be notified by email. Application for a position does not necessarily mean a person will be employed in that position.

The parties will establish a Liaison committee which shall meet with the Superintendent as necessary by mutual agreement to review and discuss local school problems and practices. The membership of the committee shall consist of one (1) member representing primary teachers, one (1) member representing upper grade teachers, one (1) member representing specialists. Membership in this committee shall be chosen by the Association membership vote and shall be on a non-paid, volunteer basis.

CUSTODIAL STAFF MEMBERS

ARTICLE 17 **CUSTODIAL STAFF WORK YEAR AND HOURS**

All Custodial Staff Members shall have a twelve (12) month work year and shall work eight (8) hours per day Monday through Friday from either 10:30 am to 6:30 pm or 3:30 pm to 11:30 pm including one (1) hour for lunch. Work hours may change as needed per the Superintendent.

On a day when school is closed due to inclement weather, the custodial staff member will communicate with the Head Custodian, Business Administrator/Board Secretary, or Superintendent, or designee to coordinate times for work related duties (i.e. snow removal). When the duties are completed to a satisfactory level as determined by the immediate supervisor, the employee will be relieved of his duties for the day and compensated for the full work day. The hours for such duties may vary depending upon conditions. Any time over the regular work day hours will be compensated at the contracted overtime rate. If a custodial staff member does not come at the coordinated times, they must either use their own time off or forfeit compensation.

ARTICLE 18 **SICK LEAVE**

All Custodial Staff Members shall be afforded twelve (12) sick leave days per year, which shall be cumulative.

ARTICLE 19 **TEMPORARY LEAVES WITH PAY**

Personal Leave

All Custodial Staff Members shall be afforded three (3) personal leave days per year. All personal leave days are not cumulative and cannot be carried over annually.

Bereavement Leave

All Custodial Staff Members shall be afforded up to five (5) days to be taken at one time for the death of an immediate family member. An immediate family member shall be defined as grandparents, parents, spouses, siblings, children, step-children, grandchildren, mother-in-law and father-in-law.

Vacation

All Custodial Staff Members shall be afforded fifteen (15) vacation days per year. All vacation days are not cumulative and cannot be carried over annually.

Custodial Staff Member will be provided with an additional five (5) vacation days per year upon the completion of twenty (20) years of service with the Saddle River Board of Education.

Custodial Staff Members cannot use more than two (2) weeks' vacation at any one time. All personal leave (except in emergent circumstances) and vacation leave requests require approval of the Superintendent at least ten (10) days before the leave date. No leaves before or after a holiday (except for July 4th), vacation or recess will be approved unless emergency circumstances prevail.

ARTICLE 20 **HOLIDAYS**

All Custodial Staff Members shall be afforded the following holidays off with pay: Independence Day, Labor Day, Thanksgiving Day, the day after Thanksgiving, Christmas Day, New Year's Day, President's Day, Good Friday and Memorial Day.

All Custodial Staff Members will additionally be provided Christmas Eve and New Year's Eve off with pay when they fall on a weekday.

ARTICLE 21 **MEDICAL INSURANCE**

Health Benefits

All Custodial Staff Members are eligible for single coverage health benefits in accordance with Board Resolution HR-1283, approved May 16, 2017, with the option to purchase a higher level of coverage at the employees own expense.

All Custodial Staff Members will be enrolled in the NJ Educator's Health Benefits Plan or the Garden State Health Benefits Plan set forth in Ch. 44, P.L. 2020 at single coverage and will contribute toward his/her health benefits in accordance with that law.

Dental Benefits

All Custodial Staff Members are eligible for single coverage dental benefits as provided to all District employees.

ARTICLE 22

COMPENSATION

For the term of this Agreement, all Custodial Staff Members shall be afforded compensation in accordance with the following salary guide:

Step	Year 1	Year 2	Year 3	Year 4
1	37,000	38,110	39,253	40,431
2	37,799	38,933	40,101	41,304
3	38,598	39,756	40,949	42,177
4	39,397	40,579	41,796	43,050
5	40,196	41,402	42,644	43,923
6	40,995	42,225	43,492	44,796
7	41,794	43,048	44,339	45,669
8	42,593	43,871	45,187	46,543
9	43,392	44,694	46,035	47,416
10	44,990	46,340	47,730	49,162

Overtime compensation shall be paid at time and one-half for all hours over forty (40) hours worked in a workweek. Sick leave shall **not** count as hours worked for overtime purposes in accordance with the FLSA.

SECRETARIAL STAFF MEMBERS

ARTICLE 23

SECRETARIAL STAFF WORK YEAR AND HOURS

The work year for all Secretarial Staff Members will be from September 1 through June 30. All full-time Secretarial Staff Members will work eight (8) hours per day Monday through Friday from 7:30 am to 3:30 pm including a lunch break equivalent to the teacher's lunch period which will coincide with the students' daily lunch/recess period, to ensure appropriate office coverage, they will also be afforded an additional fifteen (15) minute break. The work day and week for all part-time Secretarial Staff Members shall be six (6) hours and fifteen (15) minutes from 8:00 am to 2:15 pm, including one-half (½) hour for lunch, on Monday, Wednesday and Thursday. Work hours may change as needed per the Superintendent.

ARTICLE 24

SICK LEAVE

All full-time Secretarial Staff Members shall be afforded twelve (12) sick leave days per year, which shall be cumulative. All part-time Secretarial Staff Members will have the allotted sick leave prorated accordingly (e.g., for example if a part-time secretary works 4 hours per day, he/she will be afforded 12 sick days, which are 4 hours in length).

ARTICLE 25
TEMPORARY LEAVES WITH PAY

Personal Leave

All full-time Secretarial Staff Members shall be afforded three (3) personal leave days per year. All part-time Secretarial Staff Members will have the allotted personal leave prorated accordingly (e.g., for example if a part-time secretary works 4 hours per day, he/she will be afforded 3 personal days, which are 4 hours in length). All personal leave days are not cumulative and cannot be carried over annually.

Bereavement Leave

All full-time Secretarial Staff Members shall be afforded up to five (5) days to be taken at one time for the death of an immediate family member. An immediate family member shall be defined as grandparents, parents, spouses, siblings, children, step-children, grandchildren, mother-in-law and father-in-law. All part-time Secretarial Staff Members will have the allotted bereavement leave prorated accordingly (e.g., for example if a part-time secretary works 4 hours per day, he/she will be afforded 5 bereavement days, which are 4 hours in length).

ARTICLE 26
HOLIDAYS

All Secretarial Staff Members shall be afforded all school holidays and recesses during the contracted school years.

ARTICLE 27
MEDICAL INSURANCE

Health Benefits

All Secretarial Staff Members are eligible for health benefits in accordance with Board Resolution HR-1283, approved May 16, 2017, with the option to purchase a higher level of coverage at the employee's own expense. All Secretarial Staff Members must contribute toward his/her health benefits in accordance with the Tier IV, Chapter 78, P.L. 2011 rates.

Effective January 1, 2021, all full-time Secretarial Staff Members are entitled to enroll in the SEHBP Direct 15 level of coverage, and must contribute toward his/her health benefits in accordance with the Tier IV, Chapter 78, P.L. 2011 rates. Secretarial staff members have the option to purchase a higher level of coverage (greater than the SEHBP Direct 15 level) at the employee's own expense.

Current full-time secretary Kathleen Forbes will be afforded her current level of SEHBP Direct 10 coverage without having to buy-up from SEHBP Direct 15 for such coverage.

Dental Benefits

All Secretarial Staff Members are eligible for dental benefits as provided to all District employees.

ARTICLE 28 **COMPENSATION**

For the term of this Agreement, all Secretarial Staff Members shall be afforded the following increases in salary:

Effective September 1, 2022 - 3.0% (inclusive of increment)
Effective September 1, 2023 – 3.0% (inclusive of increment)
Effective September 1, 2024 – 3.0% (inclusive of increment)
Effective September 1, 2025 – 3.0% (inclusive of increment)

ARTICLE 29
DURATION OF AGREEMENT

This agreement shall be effective as of **July 1, 2022** and shall continue in effect until **June 30, 2026**. This agreement shall not be modified in whole or in part by the parties except by an instrument in writing duly executed by both parties.

In witness whereof the Association has caused this agreement to be signed by its resident and secretary and the Board has caused this agreement to be signed by its president and attested to by its secretary, this 6th day of February, 2023.

SADDLE RIVER
BOARD OF EDUCATION



Kaitlyn Lawler
Attest:

SADDLE RIVER
EDUCATION ASSOCIATION



Angela Penna
Attest:

SALARY GUIDES
Schedule A-1

YEAR 1
2022-2023 Saddle River

Salary Guide Step	BA	BA+15	BA+30	MA	MA+15	MA+30
1	56,642	60,226	62,914	64,707	65,858	68,336
2	58,542	61,118	63,805	65,469	66,749	69,228
3	60,942	62,396	65,085	66,621	68,027	70,625
4	63,036	63,677	66,365	67,741	69,310	71,787
5	64,700	64,956	67,646	68,862	70,535	73,067
6-7	65,982	66,365	68,924	69,980	71,869	74,988
8	67,262	67,901	70,206	71,101	73,374	77,163
9	68,542	69,438	71,373	72,381	75,639	78,271
10	69,842	71,250	72,787	74,707	78,163	81,287
11	71,342	73,261	74,670	77,229	79,790	83,309
12	73,342	76,030	77,310	80,382	84,454	87,789
13	80,387	81,678	82,662	83,662	86,294	90,372
14			83,220	86,165	90,132	92,972
15			86,675	91,285	93,591	96,793
16			91,741	95,553	97,525	100,336
17			97,066	99,820	101,191	103,383
18			102,522	104,393	106,341	108,420
19			107,978	108,966	111,491	113,456

Schedule A-2

YEAR 2
2023-2024 Saddle River

Salary Guide Step	BA	BA+15	BA+30	MA	MA+15	MA+30
1	57,765	61,349	64,037	65,830	66,981	69,459
2	59,665	62,241	64,928	66,592	67,872	70,351
3	62,065	63,519	66,208	67,744	69,150	71,388
4	64,159	64,800	67,488	68,864	70,433	72,910
5	65,823	66,079	68,769	69,985	71,658	74,190
6	67,105	67,488	70,047	71,103	72,992	76,111
7-8	68,385	69,024	71,329	72,224	74,497	78,286
9	69,665	70,561	72,496	73,504	76,762	79,394
10	70,965	72,373	73,910	75,830	79,286	82,410
11	72,465	74,384	75,793	78,352	80,913	84,432
12	74,465	77,153	78,433	81,505	85,577	88,912
13	81,510	82,801	83,785	84,785	87,417	91,495
14			84,343	87,288	91,255	94,095
15			87,798	92,408	94,714	97,916
16			92,864	96,676	98,648	101,459
17			98,189	100,943	102,314	104,506
18			103,645	105,516	107,464	109,543
19			109,101	110,089	112,614	114,579

Schedule A-3

YEAR 3
2024-2025 Saddle River

Salary Guide Step	BA	BA+15	BA+30	MA	MA+15	MA+30
1	59,593	63,177	65,865	67,658	68,809	71,287
2	61,493	64,069	66,756	68,420	69,700	72,179
3	63,893	65,347	68,036	69,572	70,978	73,216
4	65,987	66,628	69,316	70,692	72,261	74,738
5	67,651	67,907	70,597	71,813	73,486	76,018
6	68,933	69,316	71,875	72,931	74,820	77,939
7	70,213	70,852	73,157	74,052	76,325	80,114
8-9	71,493	72,389	74,324	75,332	78,590	81,222
10	72,793	74,201	75,738	77,658	81,114	84,238
11	74,293	76,212	77,621	80,180	82,741	86,260
12	76,293	78,981	80,261	83,333	87,405	90,740
13	83,338	84,629	85,613	86,613	89,245	93,323
14			86,171	89,116	93,083	95,923
15			89,626	94,236	96,542	99,744
16			94,692	98,504	100,476	103,287
17			100,017	102,771	104,142	106,334
18			105,473	107,344	109,292	111,371
19			110,929	111,917	114,442	116,407

Schedule A-4

YEAR 4
2025-2026 Saddle River

Salary Guide Step	BA	BA+15	BA+30	MA	MA+15	MA+30
1	61,621	65,205	67,893	69,686	70,837	73,315
2	63,521	66,097	68,784	70,448	71,728	74,207
3	65,921	67,375	70,064	71,600	73,006	75,244
4	68,015	68,656	71,344	72,720	74,289	76,766
5	69,679	69,935	72,625	73,841	75,514	78,046
6	70,961	71,344	73,903	74,959	76,848	79,967
7	72,241	72,880	75,185	76,080	78,353	82,142
8	73,521	74,417	76,352	77,360	80,618	83,250
9-10	74,821	76,229	77,766	79,686	83,142	86,266
11	76,321	78,240	79,649	82,208	84,769	88,288
12	78,321	81,009	82,289	85,361	89,433	92,768
13	85,366	86,657	87,641	88,641	91,273	95,351
14			88,199	91,144	95,111	97,951
15			91,654	96,264	98,570	101,772
16			96,720	100,532	102,504	105,315
17			102,045	104,799	106,170	108,362
18			107,501	109,372	111,320	113,399
19			112,957	113,945	116,470	118,435